

## **IC 20-28-11**

### **Chapter 11. Staff Performance Evaluation**

## **IC 20-28-11-1**

### **"Plan"**

Sec. 1. As used in this chapter, "plan" refers to a staff performance evaluation plan developed under this chapter.

*As added by P.L.1-2005, SEC.12.*

## **IC 20-28-11-2**

### **Duty to develop and implement plan**

Sec. 2. Each:

- (1) school corporation;
- (2) school created by an interlocal agreement under IC 36-1-7;
- (3) special education cooperative under IC 20-35-5; and
- (4) cooperating school corporation for vocational education under IC 20-37-1;

shall develop and implement a plan to evaluate the performance of each certificated employee (as defined in IC 20-29-2-4).

*As added by P.L.1-2005, SEC.12.*

## **IC 20-28-11-3**

### **Contents of plan**

Sec. 3. Each plan:

- (1) must provide for the improvement of the performance of the individuals evaluated;
- (2) must provide for the growth and development of the individuals evaluated;
- (3) must require periodic assessment of the effectiveness of the plan;
- (4) must provide that nonpermanent and semipermanent teachers receive:
  - (A) an evaluation on or before December 31 each year; and
  - (B) if requested by that teacher, an additional evaluation on or before March 1 of the following year; and
- (5) may provide a basis for making employment decisions.

However, the plan may not provide for an evaluation that is based in whole or in part on the ISTEP program test scores of the students in the school corporation.

*As added by P.L.1-2005, SEC.12.*

## **IC 20-28-11-4**

### **Plan as a condition of accreditation**

Sec. 4. Development and implementation of a plan is a condition of accreditation under IC 20-19-2-8(a)(5).

*As added by P.L.1-2005, SEC.12.*

## **IC 20-28-11-5**

### **Approval of plan**

Sec. 5. Each plan must be approved by the department. However,

if an entity listed in section 2 of this chapter submits a plan to the department that complies with the requirements set out in section 3 of this chapter, the department must approve that plan.

*As added by P.L.1-2005, SEC.12.*

#### **IC 20-28-11-6**

##### **Duties of department for plan**

Sec. 6. The department shall do the following:

(1) Establish guidelines for the development and implementation of the plan, including guidelines:

(A) for the evaluation of employees within each professional licensing category;

(B) providing for periodic review of the performance of each certificated employee by the appropriate supervisor using a wide range of indicators that deal with the substance and process of the employee's duties; and

(C) requiring the preparation of a developmental plan for each certificated employee addressing that employee's job related strengths and weaknesses and methods of improving those strengths and eliminating those weaknesses.

(2) Provide technical assistance to each school corporation in the development and implementation of the plan.

(3) Collect and disseminate information concerning local, state, and national staff performance evaluation plans.

(4) Assist each school corporation in training staff evaluators.

*As added by P.L.1-2005, SEC.12.*

#### **IC 20-28-11-7**

##### **Adoption of rules**

Sec. 7. The state board shall adopt rules under IC 4-22-2 to carry out this chapter.

*As added by P.L.1-2005, SEC.12.*

#### **IC 20-28-11-8**

##### **Rights; employment contracts of certificated employees**

Sec. 8. This chapter does not limit the rights of a school corporation and the exclusive representative who:

(1) before July 1, 1987; and

(2) through bargaining under IC 20-7.5 (before its repeal);

included in the employment contracts of certificated employees a system for the periodic evaluation of certificated employees.

*As added by P.L.1-2005, SEC.12.*